

Impact of innovation culture on human resources management practices

Abstract:

To enhance ones' understanding of the construct of employee engagement, this paper seeks to propose a research model to examine the influence of individual and organizational factors of employee engagement on employee work outcomes using employee engagement (job engagement and organization engagement) as a mediator; with the social exchange theory as a theoretical underpinning. The survey method through the use of the questionnaire is suggested to gather data to test the proposed research model. The statistics techniques such as the t-test, correlation and multiple regressions are suggested for data analysis.